

About Stan

Stan Kirkwood is an *Executive Consultant* for **The Blake Leath Group, LLC** (“TBLG”)—a dynamic curriculum development and intellectual property *greenhouse* that grows leaders and shapes cultures. Stan is the former Vice President & Corporate CIO for La-Z-Boy Incorporated and founder of **Innovative Performance Management, LLC**, a business consulting firm located in southeast Michigan.

Every client we work with is concerned about either sustaining or improving their performance. That is why they engage with us. Some look to Strategy as the key to improvement while others may believe their answer is in the realms of Leadership, Culture or Change. Most often it is a blend of all these disciplines and, for that reason, Stan is a perfect fit for us.

Stan’s 36+ years of leadership, strategic planning, coaching and consulting experience has led him to understand that sustained performance for any business or organization is difficult. Environments change and businesses must be flexible in order to compete, thrive and grow market share.

Stan’s forte is designing solutions with an eye toward Performance Management. He first started out supporting and designing software applications and then, over the years, proceeded to design IT systems and business processes. Though his projects were considered successful, he perceived that overall business performance often lagged behind. That meant performance at the macro-business level was not adequately connected to business processes. There had to be more. With this in mind, he co-developed a holistic system to address overall business performance.

As Stan likes to say, “It’s all about Performance.” When considering Performance Management, one needs to include Process Management, Project Management and Personnel Management—and Stan has extensive experience in all three. In order to carry a collaboration through to completion, Stan can engage in transformation, change management, organizational effectiveness, leadership development and training. One example of his work includes helping a client reach its goals through developing a strategic plan, updating the business model to ensure newly developed strategies could be executed, redesigning several key business processes and implementing a training and development plan for existing employees to optimally support the business.

Stan often delivers business and process designs as well as strategic and project plans. He has a unique set of skills and tools to apply at any level of an organization and often partners with other members of TBLG to provide the ideal solutions clients are seeking.

Stan earned his BS in *Social Work* from California University of Pennsylvania and his MBA from the University of North Carolina, Chapel Hill. Stan is certified in Business Process Reengineering, earned his CPIM certification with APICS and has a Project Management certification through the University of Toledo.

Stan and his wife, Thea, have been married for 36 wonderful years and like to visit with their three children and grandchild, who reside in Denver, CO. Stan and Thea live just north of Toledo, OH and enjoy tending to the many beautiful flower gardens they have created.



STRATEGY | CULTURE | LEADERSHIP | CHANGE

